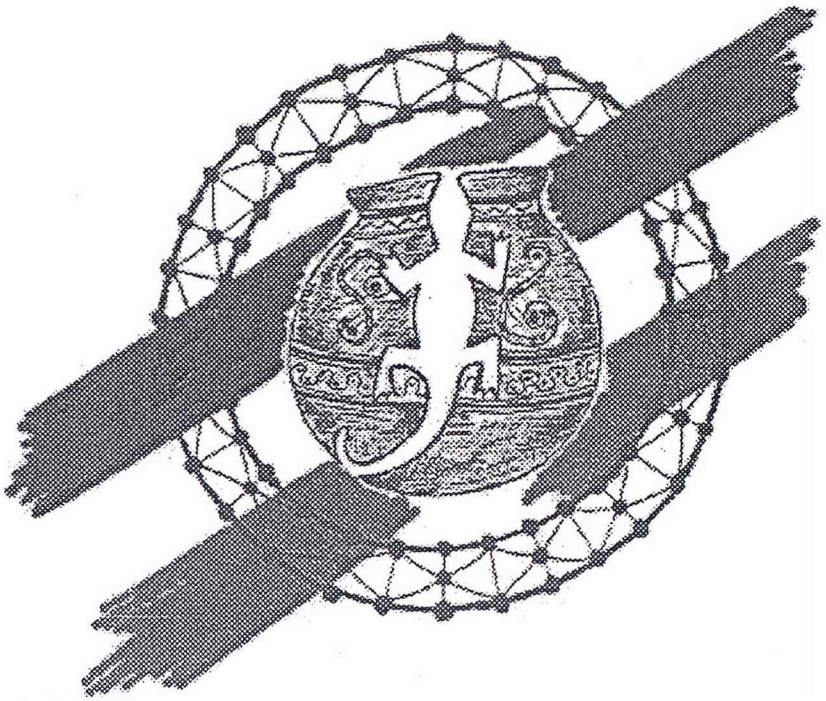
TL 5293



Agencia de Desenvolvimento de Timor Lorosae
East Timor Development Agency (ETDA)

East Timorese Human Resources Survey
Interim Report
July 31, 2000

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East Timor Development Agency (ETDA)

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The East Timor Development Agency (ETDA)

The Mission of the ETDA is to strengthen the capacity of the East Timorese people to play an integral, active and coordinated role in the development of East Timor. The five main activities of the ETDA are:

1. To provide technical advice and resources to the East Timorese people.
2. To assist with the coordination and review of international development assistance projects in East Timor.
3. To assist the East Timorese people to provide culturally appropriate advice and technical information to the administering authority, foreign governments, non-government organisations, relief groups, and other interested parties as to the most efficient, effective and appropriate ways to assist development in East Timor.
4. To assist in the priority setting of development needs.
5. To implement or assist the implementation of projects to benefit the East Timorese people.

The Human Resources Survey

The Human Resources survey was developed to assess and collate information on the skills, experiences and qualifications of the East Timor population. It aims to maintain statistics on the number of working age adults (17-70) employed and unemployed. The survey includes literate and illiterate people, taking into consideration gender issues. A multi-lingual database has been developed to use as a human resources pool to assist in the recruitment of positions available from prospective employers. The data will be made available to relevant agencies for the benefit of the community, however, a signed confidential agreement will be required prior to divulging the data.

The survey aims to identify vocational training needs and employment trends. It is anticipated that through the survey, the following activities will be generated:

- Advocate for a National Accreditation Authority to assess and recognise the skills and experiences of people without formal qualifications.
- Organise training, refresher or bridging courses to increase employment opportunities and to help long-term unemployment issues.
- Initiate appropriate programs and projects, which will generate job opportunities throughout the nation, eg. Primary industries like fishery, agriculture etc.

The Human Resources Survey is being conducted in each of the 13 districts of EastTimor.

The Human Resources Survey is funded by the World Bank.

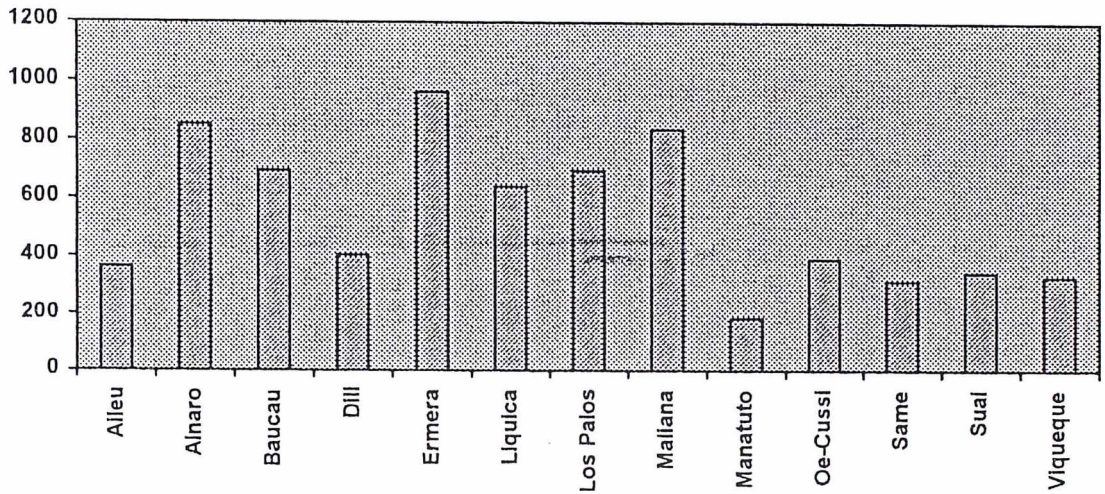
Current Data

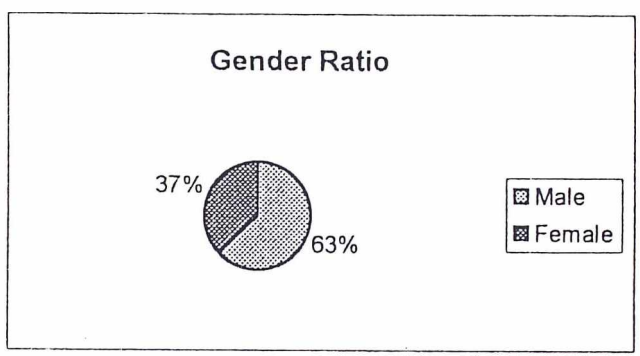
Table 1 and Chart 1 represent the number of surveys (individuals) included in the interim report.

Table 1

District	Number of Surveys
Aileu	366
Ainaro	853
Baucau	695
Dili	405
Ermera	964
Liquica	639
Los Palos	695
Maliana	838
Manatuto	186
Oe-Cussi	392
Same	315
Suai	346
Viqueque	331
Total	**7025**

Chart 1 – Number of Surveys





Language Skills

The following tables and chart represent the number of people who can read, speak or write in the following languages, the figures included are only from the 'diak' (good) option. The remaining options 'Lae liu' and 'Uituan deit' were omitted for the purposes of this report.

Note: A person may be able to communicate in more than one language.

Table 2 - Language Skills

English

	Total	Aileu	Ainaro	Baucau	Dili	Ermera	Liquica	Los Palos	Maliana	Manatuto	Oe-Cussi	Same	Suai	Viqueque
Reading	377	16	38	17	120	25	24	14	51	15	26	20	5	6
Spoken	188	10	23	6	69	18	15	8	10	7	7	10	4	1
Written	293	15	26	11	81	23	22	14	44	9	24	17	4	3

Portuguese

	Total	Aileu	Ainaro	Baucau	Dili	Ermera	Liquica	Los Palos	Maliana	Manatuto	Oe-Cussi	Same	Suai	Viqueque
Reading	1090	77	99	119	175	95	129	69	97	38	63	56	20	53
Spoken	736	52	71	94	96	56	99	54	56	18	47	40	13	40
Written	991	69	101	113	136	86	121	64	87	28	59	59	20	48

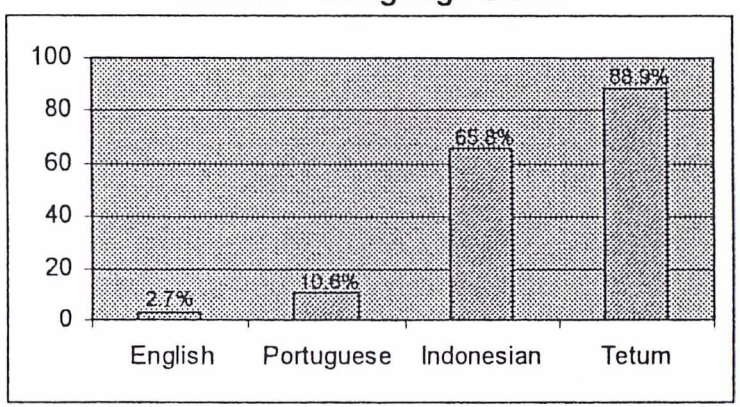
Indonesian

	Total	Aileu	Ainaro	Baucau	Dili	Ermera	Liquica	Los Palos	Maliana	Manatuto	Oe-Cussi	Same	Suai	Viqueque
Reading	4282	328	697	321	454	320	344	279	436	225	209	253	204	212
Spoken	4574	340	744	342	462	379	358	309	503	238	219	251	213	216
Written	4301	324	702	329	453	331	342	281	431	229	210	254	203	212

Tetum

	Total	Aileu	Ainaro	Baucau	Dili	Ermera	Liquica	Los Palos	Maliana	Manatuto	Oe-Cussi	Same	Suai	Viqueque
Reading	4994	354	831	432	475	474	465	237	481	247	175	319	241	263
Spoken	6182	396	970	489	480	880	636	195	781	256	182	335	310	272
Written	4960	349	838	425	468	474	457	231	480	246	173	317	239	263

Chart 2 – Language Skills

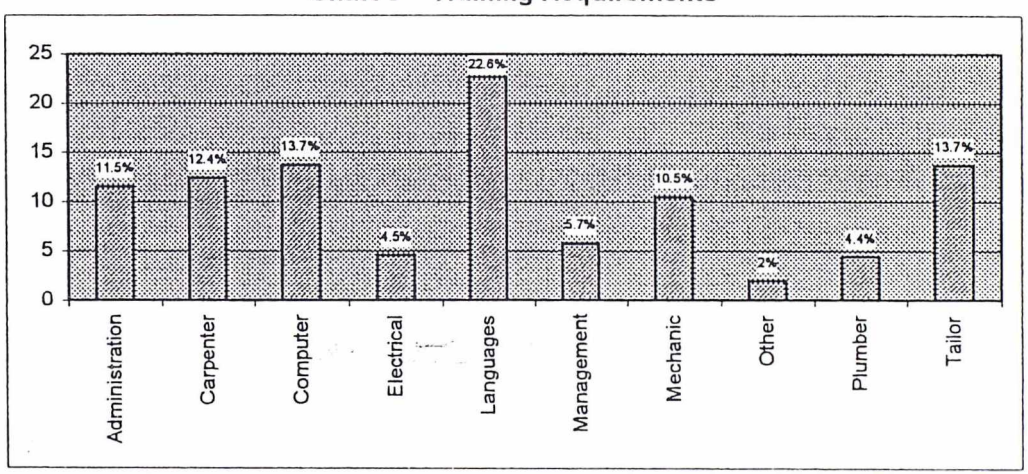


Training Requirements

Table 3 – Training Requirements

Training	Total	Aileu	Ainaro	Baucau	Dili	Ermera	Liquica	Los Palos	Maliana	Manatuto	Oe-Cussi	Same	Suai	Viqueque
Administration	1171	100	181	50	201	56	112	38	78	37	125	70	41	82
Carpenter	1267	103	125	158	17	222	107	90	142	24	103	51	49	76
Computer	1397	112	209	86	264	88	64	66	122	89	86	70	81	60
Electrical	460	36	48	30	80	31	29	14	53	10	81	15	11	22
Languages	2302	230	312	162	200	143	111	219	266	83	190	75	255	56
Management	586	55	58	16	125	20	50	39	52	14	83	30	24	20
Mechanic	1070	99	134	86	72	127	56	53	135	42	102	58	57	49
Other	126	0	2	5	8	13	1	2	2	2	80	0	6	5
Plumber	447	51	41	56	18	60	51	11	42	4	57	11	3	42
Tailor	1400	96	184	120	24	124	171	106	195	34	161	44	77	64

Chart 3 – Training Requirements



Human Resources By Profession

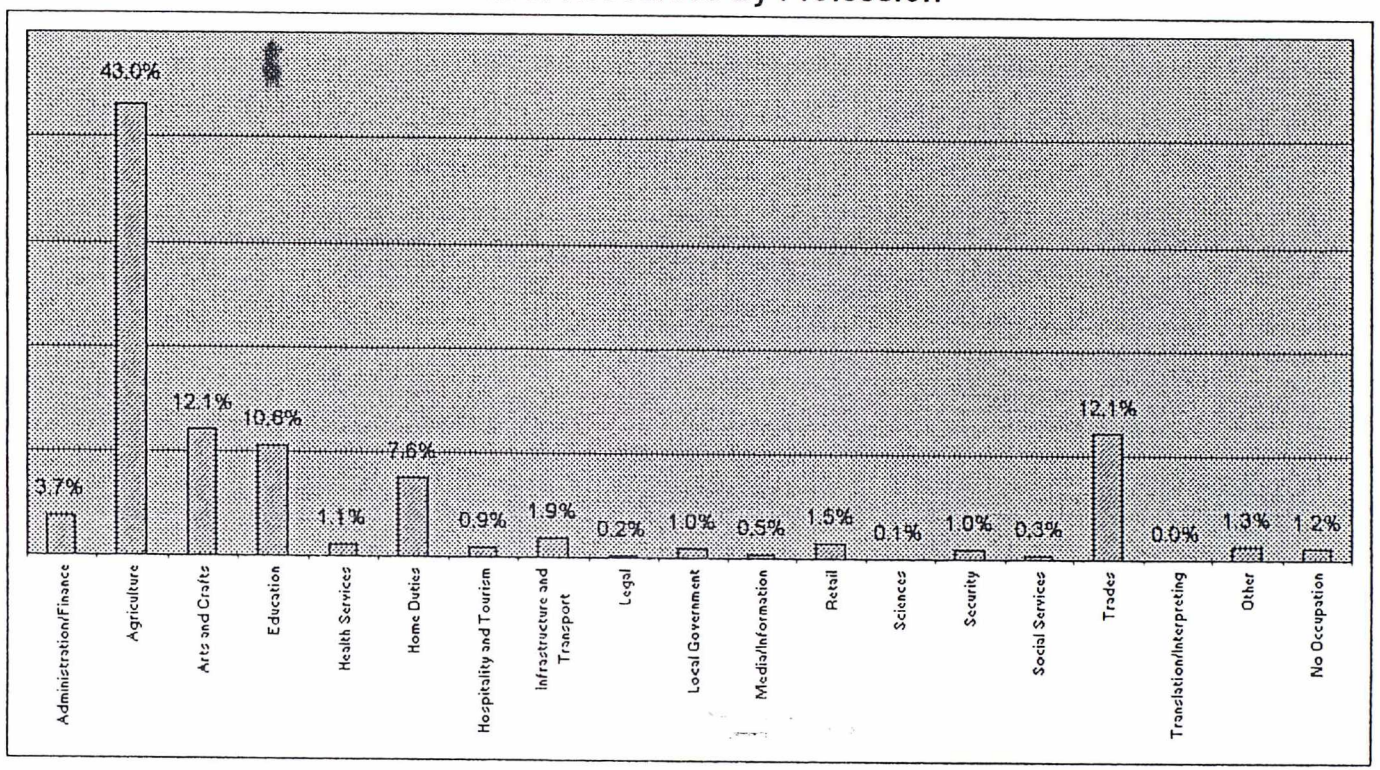
The following table and chart represents the number of individuals in a particular profession/vocation grouping. A detailed list of professions follows.

The Human Resources Database offers the option of assigning up to five profession categories for each individual. For the purposes of this report only the first or main option has been included.

Human Resources By Profession

Category	Total Number
Administration/Finance	261
Agriculture	3019
Arts and Crafts	849
Education	743
Health Services	78
Home Duties	531
Hospitality and Tourism	65
Infrastructure and Transport	132
Legal	11
Local Government	73
Media/Information	33
Retail	102
Sciences	4
Security	72
Social Services	22
Trades	848
Translation/Interpreting	2
Other	94
No Occupation	86
TOTAL	7025

Human Resources By Profession



Human Resources By Profession - Breakdown

Profession	Total	Aileu	M	F	Ainaro	M	F	Baucau	M	F	Dili	M	F	Ermera	M	F	Liquica	M	F	Los Palos	M	F	Maliana	M	F	Manatuto	M	F	Oe-Cussi	M	F	Same	M	F	Suai	M	F	Viqueque	M	F
Administration Assistant	2																						1	1					1	1											
Administrator	3										1	1		1	1																	1	1								
Adult Education	7							5	4	1				2	1	1																									
Agriculture/Agronomy	13	1	1		2	1	1				1		1	1		1	1	1					2	2		3	3					1	1					1		1
Agricultural Engineer	2										2	1	1																											
Agricultural Scientist	2	1	1		1	1																																		
Agriculture	34				6	6		4	4		4	2	2	1	1		5	5		7	5	2	5	5		1		1						1	1					
Animal Husbandry	39				1		1	1	1		2	2		3	3					1		1	26	13	13				3	3							2		2	
Automobile Mechanic	52	2	2		12	12		3	3		3	3		5	5		3	2	1	7	6	1	4	4		3	3		2	2		5	5					3		3
Automotive Engineer	2				1	1					1	1																												
Baker	4																			2		2	2	1	1															
Banker	2										2	2																												
Basket Weaver	2							2	1	1																														
Biologist	1										1	1																												
Blacksmith	5	1	1														3	2	1	1	1																			
Bricklayer/Mason	170	11	11		22	22		23	21	2				50	50		10	10		11	11		10	10		6	6		9	9		8	8		4	4		6	6	
Builder	7													1	1								2	2		3	3											1	1	
Business/Management	2													1	1														1	1										
Business/Marketing	3										1	1											1	1					1	1										
Carpenter/Joiner	437	24	24		61	60	1	108	106	2	3	3		53	1					46	46		36	35	1	13	13		4	4		34	34		13	13		28	28	
Chief of Povoacao	47	7	7		11	8	3	1	1					6	5	1	16	12	4	1	1		1		1	2	2					2	2							
Chief of Suco	16	5	5		5	5		1	1					1	1								1	1		1											1		1	
Civil Engineer-Building	2										2	2																												
Civil Engineering	19				2	2		1	1		6	6		1	1		6	6		2	2		1	1																
Community Development	5				1		1							1		1							1	1		2		2												
Computer Operator	38	1	1		3	2	1	2	1	1	20	12	8	2	2		3	3					3	2	1	1			1	1		1	1					1		1
Computer Programmer	1										1	1																												
Computer Technician	5										4	3	1																			1	1							
Construction Supervisor	1										1	1																												
Cook	56	6	2	6	1		1	1	1					23	3	20	2		2	4		4	16	3	13				1		1									
Culture	1																			1	1																			
Curriculum Development	3							1	1														1	1										1	1					
Domestic Electrician	66	2	2		5	5		3	3		42	42		1	1		2	2		1	1		3	3					2	2		2	2					3	3	
Drilling Engineer	1																												1	1										
Driver	96	8	8		19	16	3	5	5		7	6	1	18	18		1	1		10	10		7	7		11	10	1				2	2		3	3		5	5	
Economic/Development Planner	1				1		1																																	
Economist	10				2	1	1				4	2	2	1	1					1	1		2	2																
Education and Training	65	2	2		2	2		2	2		17	16	1	10	10								13	12	1				10	10					7	7		1	2	
Educational Administration	13	1	1		1	1		1	1					5	4	1	2	1	1				3	3																
Electrical Engineer	3										3	3																												
Electrical Trades	3										1	1																										2	2	
Electronic Engineer	2										2	2																												
Family Planning Specialist	1																									1		1												
Farm Management	16	2	2					3	2	1	5	4	1	2	2														3	3					1	1				
Farmer	2837	140	111	29	335	209	126	274	165	109	2	2		475	382	93	271	183	88	343	210	133	296	246	50	19	19		248	150	98	106	94	14	176	192	16	150	112	38
Fisheries-Other	14										2	2					3	3					1	1					4	4					2	2		2	2	
Fisherman/Woman	21																1	1		17	17		1		1	2	2													
Food/Beverage Processing	3										2	2											1	1																
Forestry	19	1	1								17	16	1			1																								
General (Registered) Nurse	41	8	8	2	4	1	3				6	5	1	2	2		6	6		7	6	1	1	1		3	3					1	1					5	2	1
General Accountant	1																									1		1												
General Administration	87				3	3		4	4		51	42	9				2	1	1				2	2		7	5	2	2	2		1	1		1	1		14	11	3
Geologist/Hydrogeologist	1										1	1																												
Graphic Artist/Designer	2										1	1																	1	1										
Handicraftsperson	134	2		2	5		5	15	2	13				33	3	30	30		30	1		1	34	2	32	7		7				1		1						
Hotel Manager	1										1	1																												
Housewife/husband	531	4		4	37	3	34	17	1	16	2		2	68	3	65	83	1	82	57	1	56	93	8	85	17	1	16	51		51	9	1	8	73	1	72	20		20
Journalist/Reporter	11										10	9	1																			1	1							
Lawyer/Legal Advisor	11										11	8	3																											
Librarian	6										1	1		2	2		1	1					1	1					1	1										
Livestock Farm Management	2													1	1								1	1																
Local Government Administration	1													1	1																									

Human Resources By Profession - Breakdown

Profession	Total	Aileu	M	F	Ainaro	M	F	Baucau	M	F	Dili	M	F	Ermera	M	F	Liquica	M	F	Los Palos	M	F	Maliana	M	F	Manatuto	M	F	Oe-Cussi	M	F	Same	M	F	Suai	M	F	Viqueque	M	F
Mechanical Trades	36	2	2		7	7		5	5					10	10		2	2		1	1		5	5		1	1					3	3							
Metallurgical Engineer	1																															1	1							
Midwife	8							1		1	5		5							2		2																			
Military Service	36	3	2	1	7	7		4	4		1	1		3	3		3	2	1	2	2		2	2		9	7	2				2	2							
Mining Engineer	1										1	1																												
Miscellaneous Trades	15										1	1		1	1					2	2		10	3	7													1	1	
Musician	55	2	2		7	4	3	2	2		2	2		10	7	3	6	4	2	4	2	2	3	2	1	11	8	3				7	5	2				1	1	
No Occupation	86	6	3	3	10	7	3	21	16	5	4	3	1	3	2	1				3	2	1	17	9	8	8	7	1				11	7	4	1		1	2	1	1
Nutritionist	1																						1	1																
Other	94	2	1	1	11	10	1	2	2		21	17	4	28	20	8	3	2	1	1	1		2		2	13	10	3				9	7	2	1		1			1
Other Medical Specialist	3										3	3																												
Panel Beater	5										3	3		1	1											1	1													
Paramedical - Other	3				1	1																	1		1												1	1	
Pastrycook	4																			2		2	2		2															
Photographer	2																			1	1								1	1									
Physicist	2										2	1	1																											
Plumber	33	6	6		2	2		1	1		1	1		9	9		4	4					1	1		2	2		1		1	3	3					3	3	
Police Officer	16	3	3		1	1					7	7		3	3											1	1											1	1	
Pre-School Teacher	1										1		1																											
Primary Teacher	61	3	2	1	26	17	9	2	2					2	2		17	15	2	4	4		2	2					1	1		2		2				2	1	1
Public Accountant	2				1	1																										1		1						
Public Administrator	62	3	3		8	6	2	5	4	1	10	6	4	1	1		4	3	1	2	1	1	10	7	3	4	4		1	1		10	8	2	1	1		3	3	
Public Health	21				1		1	3	3		2	2		1	1					1		1	2	1	1	5	4	1				2	1	1				1	1	
Quantity Surveyor	1										1	1																												
Relief and Rehabilitation	3	1	1																				1	1														1	1	
Retail	102	1	1		23	10	13	12	10	2				5	4	1	3		3	12	6	6	34	16	18	1			5	2	3	1	1				5	3	2
Sawmiller	12				2	2		1	1					4	4		2	2		1	1										1	1		1	1				
Secondary Teacher - Computer	2							1		1				1	1																									
Secondary Teacher - Humanities	2							1	1														1		1															
Secondary Teacher	253	41	29	12	19	16	3	19	13	6	5	5		8	7	1	57	51	6	20	18	2	23	18	5	4	3	1	1	1		20	16	4	2	2		34	28	6
Secondary Teacher - Phys Ed	5							2	2														1	1		2	1	1												
Security Adviser	19				2	2					8	8					5	5					2	1	1										1	1		1	1	
Social Worker	7										4	2	2	3	1	2																								
Sociology - Other	7										2	2								3	3											2		2						
Soil Laboratory Technician	1							1	1																															
Sports	27	1	1		4	4		1	1		1	1		7	6	1	1	1		7	6	1	3	3								1	1				1	1	
Statistician	3				1	1		1	1					1		1																								
Student	308	25	14	11	89	43	46	2	1	1	43	27	16	10	6	4	26	18	8	1	1		36	20	16	7	5	2	21	12	9	30	14	16	15	7	8	5	1	2
Tailor/Dress Designer	351	21	3	18	25	1	24	55	6	49	3	2	1	60	2	58	43	3	40	23		23	63	4	59	5		5	8	1	7	15	3	12	7		7	23	2	21
Tax Collector	1				1	1																																	
Teacher Trainer	22	6	3	3	9	6	3							1	1		1	1		2	2					3	1	2												
Telecommunications Engineer	14										14	9	5																											
Tertiary Tutor/Lecturer	1										1	1																												
Tourism Advisor	1										1	1																												
Tractor Driver	2																						1	1								1	1							
Traffic Warden	1																			1	1																			
Train Driver	1																						1	1																
Translator/Interpreter	2				1	1											1	1																					
Treasurer	2																						1	1								1	1							
Truck/Bus Driver	4										1		1										3	3																
Typist	37	6	6		4	4		6	5	1	2	2		3	3		1	1		1		1	2	2		2	1	1				11	7	4						
Veterinarian	17				3	3					9	8	1													1	1		1	1		3	3							
Village Adviser	8	2	2		2	2		1	1		3	3																												
Water Well Driller	1																						1	1																
Weaver/Textiles	277	1		1	43	1	42	89	3	86				3		2	9	1	8	72	1	71	35	1	34				6		6				35	1	34	5		5

Education & Qualifications

The following tables and chart show the level of education and qualifications of the individuals surveyed.

Note: It could be assumed that the group 'no response' has had no schooling therefore increasing the no schooling group significantly. It may also increase the illiteracy figure.

Education & Qualifications

Education Level	Number
Masters	2
Degree	227
Degree Started But Not Completed	99
Diploma	55
Diploma Started But Not Completed	1
Senior High School	1481
Senior High School Started But Not Completed	131
Junior High School	810
Junior High School Started But Not Completed	241
Primary School	1252
Primary School Started But Not Completed	707
Literacy Program	5
Other	4
No Schooling	624
No Schooling/Illiterate	207
No Response	1179
Total	7025

Education & Qualifications

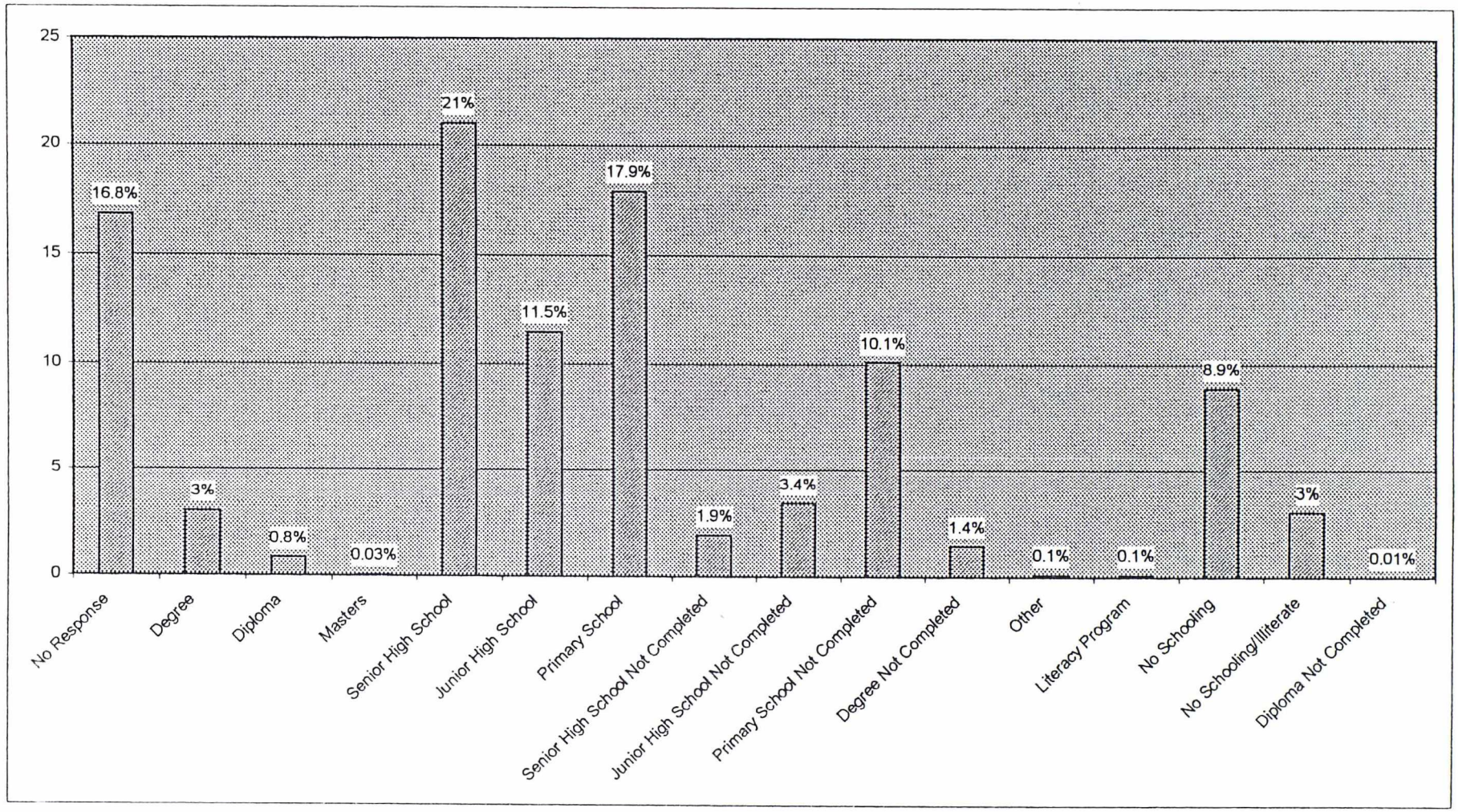


Table – University Degrees Completed

Accounting	3
Agribusiness	2
Agricultural Engineering - Plant Protection	2
Agriculture	19
Agronomy	3
Animal Husbandry	1
Architecture	3
Civil Construction	3
Education	15
Management	1
Biology	1
Civil Engineering	5
Commerce	1
Computer Analyst	1
University Degree - Unspecified	39
Macro-Economics	1
Development Studies	1
Economics	9
Electrical Engineering	2
Electronics	2
Engineer (Fisheries)	4
English	3
Enterprise Management	1
Finance	3
Forestry	1
Geology	1
Governance	16
Graduate of Indonesian Bankers Institute	1
Health (Nutrition)	2
Health	1
Information Technology	2
Journalism	4
Law	10
Linguistics	5
Management	6
Mathematics	1
Media	1
Medicine	3
Mining Engineering	1
Pastoral Studies	11
Pharmacist	1
Philosophy of Theology	1
Political & Social Science	3
Political Science	12
Public Administration	5
Veterinarian	5
Teaching	6
Telecommunications Engineering	3
Total	227

Table – Diploma Completed

Associate Diploma of Travel & Tourism	1
Civil Engineering Diploma	1
Diploma - Unspecified	1
Linguistics Diploma	1
Graduate of Academy of Nursing	16
Polytechnic Diploma - Unspecified	11
Polytechnic Diploma - Accounting	4
Polytechnic Diploma - Commerce	1
Polytechnic Diploma - Electrical	2
Polytechnic Diploma - Machining	1
Polytechnic Diploma - Technical	1
Polytechnic Diploma - Banking	1
Polytechnic Diploma - Electronics	5
Polytechnic Diploma - Civil Construction	1
Polytechnic Diploma - Telecommunications	2
Polytechnic Diploma - Public Administration	1
Polytechnic Diploma - Tourism & Travel	1
Postgraduate Diploma of Multicultural Journalism	2
Diploma - Technician	2
Total	55

Table - Masters Degree

Law Degree + Masters Degree	2

Table - Senior High School Completed (Breakdown)

Senior High School	854
Agriculture High School	107
Economics High School	200
Forestry High School	2
Physical Education High School	19
Nursing High School	37
Management High School	1
Pharmacist High School	16
Teacher High School	150
Technical High School - Unspecified	79
Technical High School - Automotive	3
Technical High School - Construction	6
Technical High School - Electrical	3
Technical High School - Electronic	3
Veterinary High School	1
	1481

Table - Degrees Not Completed

Agriculture	1
Economics	2
Electrical Engineering	3
Health	1
Pastoral Studies	3
Unspecified	55
Agronomy	2
Architecture	1
Electronics	1
Chemical Engineering	1
Financial Management	3
Forestry	1
Geology	1
Hotel/Tourism	2
Law	2
Pastoral Studies	5
Philosophy	1
Political Science	5
Public Relations	1
Public Administration	2
Biology	1
Agriculture	1
Economy	1
English	1
Social Politics	2
Total	99

Appendix 1 – Survey Form

Date...../...../ 2000

EAST TIMOR DEVELOPMENT AGENCY INC. (ETDA)
LEVANTAMENTO NACIONAL DE RECURSOS HUMANOS

Formulário né atu ba halo registo deit, LA FÓ garantia atu hetan servisu.

This form is for registration only, it DOES NOT guarantee you a job.

1. Naran/Name: .....

2. Hela fatin/Address: .....

3. Bairro/Suburb: ..... 4. Cidade/City: .....

5. Halo nusá bele contacta ita/How can you be contacted: .....

6. Loron moris/Date of birth...../...../..... 7. Idade/Age..... 8. Sex: F/M 9. Moris fatin/Place of Birth: .....

10. Qualifications: .....

.....

.....

.....

11. Profissão/Main profession: .....

12. Skill seluk/Other skills: .....

13. Servisu ikus liu. hó sé?/Last employer-organisation: .....

14. Servisu fatin iha nebé?/Employer's address: .....

.....

15. Servisu kona bá saida?/Employer's main business: .....

.....

16. Servisu nia tempo/Length of employment.....tinan/years ou/or .....fulan/months 17. Loron ramata servisu/Date last worked...../...../.....

18. Iha servisu laran ita halo saída?/Duties: .....

.....

.....

19. Tipo servisu/Type of work: [ ] Sasan ossan/Paid [ ] Voluntário/Unpaid

A. 1st Referência/Referee: ..... Telefone: .....

B. 2nd Referência/Referee: ..... Telefone: .....

20. Sá treino sei precisa ba servisu tan/Training required for future employment: [ ]Computer [ ]Mecanico [ ]Carpentaria [ ]Canalização

[ ] Alfaiate/Tailor [ ] Electricidade [ ] Gestão/Management [ ]Administração [ ]Lian/Languages: .....

21. Interesses recreativos/Hobbies: [ ] Desportos/Sports [ ]Nane/Swimming [ ]Le/Reading [ ]Hananu/Singing [ ]Pasear/Travelling

[ ] Hasoru ema/Meeting people [ ] Hakilan/Fishing [ ]Seluk tan/Others .....

22. Comentário seluk/Other comments: .....

.....

.....

.....

23. Lian/Languages:	*Koalia/Spoken*			*Hakerek/Written*			*Le/Reading*		
Tetum:	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak
Português:	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak
Inglês:	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak
Bahasa Indonesia:	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak
Seluk/other:	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak
Seluk/other:	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak	[ ] Lae liu	[ ] Uituan deit	[ ] Diak

ETDA INC. OFFICE STAFF ONLY

Input by: ..... Date of Input:...../...../2000